

Hello
&
Warm
Welcome



Month 4

**Female Leadership Communication
Inside Out**



Arriving Today with Karla Mindfulness & Multipliers

YOUR VOICE
YOUR POSTS
YOUR PLATFORM
TO MAKE YOU SHINE
TO SPEAK FOR MANY

**PLEASE LIKE, SHARE & COMMENT
THE POSTS OF YOUR COMMUNITY PEERS.
YOU ARE HERE TO CONNECT**

WHO IS NEXT?



Hello!

WHAT IS
GOING ON
WITH MY LATAM TEAM:

RIA

LUZ

MARIA JOSE

CARO

& WITH GERMANY **SILKE?**



USE THE CHAT BOX

HOW ARE YOU TODAY?

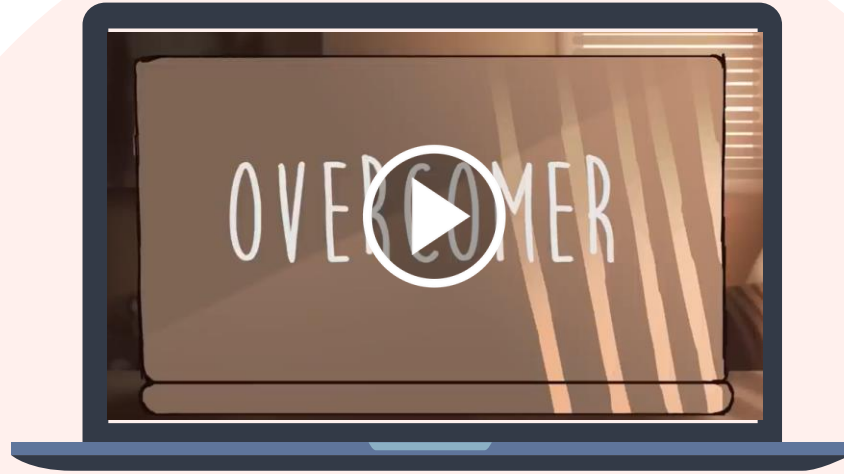


ANNOUNCEMENT

DIONE YAMAMOTO
HR DIRECTOR LATAM
SIEMENS ENERGY

WILL JOIN US
FIRST 15 MINUTES
ON FEBRUARY 20TH AT BERLIN 1530





HANNA GRACE

OVERCOMER

Why we do What we do ...

„The Essence of Transformation & Healing
is not just uncovering one's pain,
but reconnecting with
the inner child that was left behind.“

Dr. Gabor Maté, MD & Author





**A FEW MINUTES
TO REFLECT**

EMBODIMENT & SELF REGULATION

Dr. Bessel van der Kolk - Author THE BODY KEEPS THE SCORE

"Being able to feel safe with other people is probably the most important aspect of mental health; safe connections are fundamental to meaningful & satisfying lives."

Feeling safe WITH OTHERS AND WITHIN OURSELVES
is important for everyone,
especially for people in businesses & their manager parts!



EMBODIMENT & SELF REGULATION

HOW DID IT GO?

YOUR MEDITATION CHALLENGE

WITH YOUR TEAM / MULTIPLIERS?

THIS IS YOUR Q & A

YOUR HOLISTIC SELF-CARE JOURNEY?

YOUR TEAM & MULTIPLIER'S SELF-CARE SUPPORT?

YOUR MEDITATION CHALLENGE?



“ Many leadership problems
are driven by low self-awareness.

LEADING INSIDE OUT

*From medical interventions, through AI,
over education to leading people ...*





Working with Your Parts

Your Managers

Your Protectors & Firefighters

PLEASE NOTE:

We can only lead from Self when we recognize and address the moments we get stuck in our parts. Awareness bridges the gap between our parts and our Self.

FIND – FOCUS – FLESH - FEELING TOWARDS – BEFRIEND - FEAR

DEMO

IFS SUPERVISION FOR LEADERS

WHO WANTS TO PLAY WITH ME?

Leading from Self with the 8 Cs: Curiosity, Courage, Calm, Creativity, Connectedness, Clarity, Compassion, and Confidence.

When an employee triggers you, you become 'blended' with a reactive part.

You're no longer in Self-energy. However, when you approach that part

with curiosity, you create space, allowing you to see it as just a part of you rather than becoming it.





BREAK OUT

**What shifts when you lead your team from Self
instead of
from a protector?**

3 PARTICIPANTS & 10 MINUTES

Female Leadership Communication

InsideOut

TAKE A FEW MOMENTS TO REFLECT

- ✓ How do you see yourself?
- ✓ How do you think others see you?
- ✓ How is your self-talk? Does your inner mentor support you?
- ✓ What words do you use when you talk about yourself?
- ✓ How does your inner critic interfere when you speak up?

Take 5 minutes for yourself, turn inward & explore ...

WE WANT TO CREATE A PLACE OF AWARENESS & SAFETY INSIDE OURSELVES FIRST.



DEMO

Befriending your Self-Talk

INNER CRITIC VERSUS INNER MENTOR

WHO WANTS TO PLAY WITH ME?

Role Play

I NEED THREE PARTICIPANTS:

- One participant plays the leader's experience.
- One participant plays the inner, wise mentor, compassionate guide.
- One Participant plays the inner critic

(The inner critic is often a protector. What is its role?)



INSPIRATIONAL PEER GROUP ASSIGNMENT (75 minutes)

- **Centering** & Arriving Practice - 5 minutes.
- **Checking in** on how are you feeling today - **using a reflected mindset** – while you share, you observe yourself – don't get lost in the story, share the story, and **be the witness**.
If you feel triggered by the program, reflect your trigger, not the program - 10 minutes.

HAVE A LOOK AT SLIDES 17 TO 25:

- **Choosing Topic & Timing** for your Masterpiece Presentation – 20 minutes.
- **Befriending Your Body** – share & reflect together - make notes – 20 minutes.
- **Building Awareness & Blind Spots in Communication** – share & reflect together - make notes – 10 minutes.
- **Heroine's Journey** - do the practice first by yourself. Then, when done, share with your peer group – 20 minutes.
- **The Remaining Practices (slide 25)** – are optional.
- **Closure**: A few words of Loving Kindness for yourself & your peers – 5 minutes.



INSPIRATIONAL PEER GROUP ASSIGNMENT

YOUR MASTERPIECE PRESENTATION

- ✓ *Think about the hot topics that interest, touch, drive, and move you.
- ✓ Agree as a group on **one subject**.
- ✓ The timeframe for preparing will be between **TODAY AND MARCH 1st**.
- ✓ Make sure you **schedule enough practice time** with your peer group **NOW!**
- ✓ Send in your recorded video **BY MARCH 1st**.
- ✓ **RECORDINGS TO ME VIA WETRANSFER.COM ONLY!!! FIGURE IT OUT 😊**
- ✓ We will show your Masterpiece Presentations **ON MARCH 6th & March 20th**.
- ✓ Every Peer Group receives feedback from which everyone will learn.
- ✓ Based on the feedback, you work a second time on your MP.
- ✓ We show the start of 2-3 adjusted versions in the second LIVE of March.
- ✓ *A few examples from 2nd cohort: Micro-Aggression, Gaslighting, Female Leadership and Motherhood, Female Leadership and not being a Mother, Female Leadership and walking on your own Heels ...



GET HELP & FEEDBACK

INSPIRATIONAL PEER GROUP ASSIGNMENT YOUR MASTERPIECE PRESENTATION

IF YOU NEED HELP:

Create a **WhatsApp Group with me** (+49 15158884830).

- I will help you answer questions and give you specific feedback.
- Many know that I will leave a podcast 😊.
- Your first shot does not have to be perfect! But give it your ALL 😊

FOR YOUR MULTIPLIER PEER GROUP - IDEA:

- ✓ GET FEEDBACK FROM YOUR MULTIPLIER PEER GROUP.
- ✓ USE YOUR TOPIC AS AN OPEN DIALOGUE.

PLEASE NOTE & FOR YOUR NEXT PEER GROUP SESSION:

- ✓ ONLY CHOOSE THE TOPIC & THE TIMES YOU WANT TO MEET & RECORD YOUR MASTERPIECE PRESENTATION – TO BE SENT BY MARCH 1ST.
- ✓ YOU WILL GET PREPARED AS A PEER GROUP DURING OUR NEXT LIVE!



FOOD FOR THOUGHT & FURTHER POSSIBLE TOPICS

INSPIRATIONAL PEER GROUP ASSIGNMENT

YOUR MASTERPIECE PRESENTATION

Adaption of learning environments in businesses within the global transformation.

- **Re-building trust, respect, and honesty in our company** - especially during global intensity & transformation - home office, exhaustion, functioning, lack of human interactions.
- **Why are women still not supporting each other?**
How can we set the stage as leaders to create new, positive experiences?
- **FROM SURVIVING TO THRIVING.** According to Gallup Studies, 2/3 of employees are disengaged and 1/3 are engaged. Why has it been accepted for such a long time? Can we be brave and go for a radical change?

According to GALLUP - Global Employees Engagement Studies.

"The overall well-being of employees maximizes business performance".

They looked at career-, social-, financial-, physical-, and community well-being.

Best practice organizations were able to increase the low employee engagement rate from 20% to 73%. It completely transformed the workplace and improved growth and profits. Gallup has found that the importance of employee engagement to business outcomes increases during times of crisis. The ranking of employee engagement shows that the United States and Canada perform best at 34%, while Western Europe is lowest at 11%. Latin America 24% - Africa 16%.



- Share the following **Inspirational Peer Group Assignment** with your Multiplier-Peer Group.
- Guide them through the following experience after completing the work with your Peer Group.
- It is Hands-On Practice.



“

Befriending Your Body



BUSINESSWOMEN & SENSING THE BODY.

BODY LANGUAGE & EMBODIMENT OF FEMININE LEADERSHIP.

PRESENCING AS A LEADER IN THE HERE AND NOW THROUGH YOUR BODY.

BODY POSTURE & MOVEMENT RELATING TO BELIEFS & EMOTIONAL SITUATIONS.

IS “I AM NOT GOOD ENOUGH” REFLECTED IN HOW I HOLD MY BODY?

OBJECTIVICATION, WOMEN'S BODIES & RADIATING BOUNDARIES VERSUS PUTTING UP A WALL.

HOW CAN WE COLLABORATE WITH OUR BODY FRIENDLIER WITHOUT JUDGING OR IDENTIFYING?

TAKE 10 MINUTES – REFLECT – FEEL INTO IT.



“

Befriending Your Body



RECOGNIZING THE DIFFERENCE BETWEEN PROXIMITY SEEKING OR PUSHING WAY.

ACTIONS RELATED TO INSTINCTIVE DEFENSE.

THE COLLECTIVE BODY & COLLECTIVE REPAIR.

OUR BODY IS OUR INSTRUMENT OF COMMUNICATION & EXPRESSION.

OUR BODY IS A FLUID, LIVING & LEARNING ORGANISM.

TRUSTING YOUR BODY'S WISDOM & LISTENING TO YOUR BODY.

WOMAN & FEELING ALIVE IN THEIR BODIES.

TAKE 10 MINUTES – REFLECT – FEEL INTO IT.



Building Awareness & BLIND SPOTS IN COMMUNICATING

- ✓ How is my presence & posture (bend, contracted, upright)?
- ✓ How is my attitude (inviting, embracing or defensive)?
- ✓ How is my eye expression (soft or staring, fearful & stressed)?
- ✓ How is my voice (tempo, tone - softness, harshness)?
- ✓ How is my breathing (shallow, short, chest or belly breathing)?
- ✓ How is my body language & gesture (coherent, staccato)?
- ✓ How are my movements (big or small, inward, outgoing)?
- ✓ How is my facial expression (relaxed, tense, open, closed)?

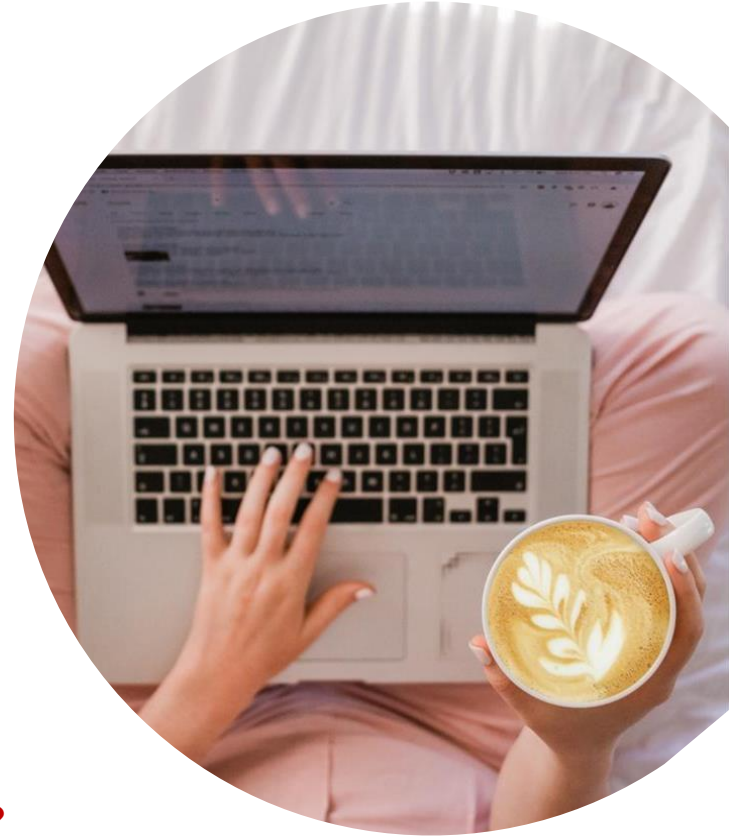


Everyone chooses 3 Questions. 'Reflect out Loud' – 10 minutes.

Building Awareness & BLIND SPOTS IN COMMUNICATING

- ✓ RECORD YOURSELF – VIDEO
- ✓ RECORD YOURSELF – AUDIO
- ✓ ASK YOUR PEER GROUP FOR GENTLE FEEDBACK
- ✓ DO IT **OUTSIDE** OF YOUR GROUP SESSION & SEND YOUR DRAFT TO YOUR WHATSAPP GROUP
- ✓ BECOME A WITNESS TO YOURSELF WHEN YOU COMMUNICATE

WHEN & WHERE AM I LOOSING PEOPLE?
WHEN & WHERE AM I STAYING CONNECTED WITH PEOPLE?



INSPIRATIONAL PEER GROUP ASSIGNMENT



SKILL: CREATE YOUR RESILIENCE RECIPE

- Take some time to create a list of activities that support your physical, mental, emotional, social, and spiritual health. What activities can help reduce isolation and help you feel more connected to your community? You are more likely to engage in behaviors that you enjoy, so focus on activities that promote your health while also giving you a sense of enjoyment. You might write in a gratitude journal, go for a mindful walk outdoors, practice yoga, get a massage, drink a cup of tea, go to church, pray, meditate, call a friend, or go to the gym. Explore the subtle ways you can move your body to relieve tension and stress. Experiment for yourself and design a life around the choices that support your capacity to learn, grow, and become your best self. Take some time and begin to create your own personalized resilience recipe.
- What are the best times of day to engage in your resilience practices. Create a realistic plan that you can bring in to action in your life. What barriers might arise in this process? How might you navigate these barrier to increase your success in self-care?

WRITE YOUR HEROINE'S JOURNEY

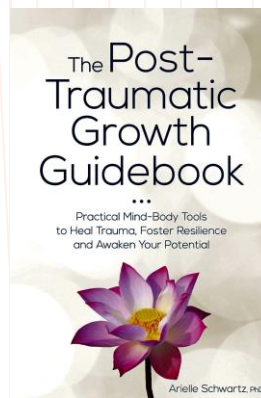


- What events in your life have served as a calling to enter a hero's journey?
- Have you noticed a desire to reject the call to be the hero of your life?
- What resources or supports have helped you to face this challenge?
- What additional resources do you need to help you navigate the challenge?
- Are you aware of any strengths that you have discovered as a result of this challenge?
- Have any of these events resulted in positive changes in your sense of self, work, or relationships in any way?
- How has adversity influenced your sense of purpose?
- What gifts do you have to share with the world as a result of the difficult experiences of your life?



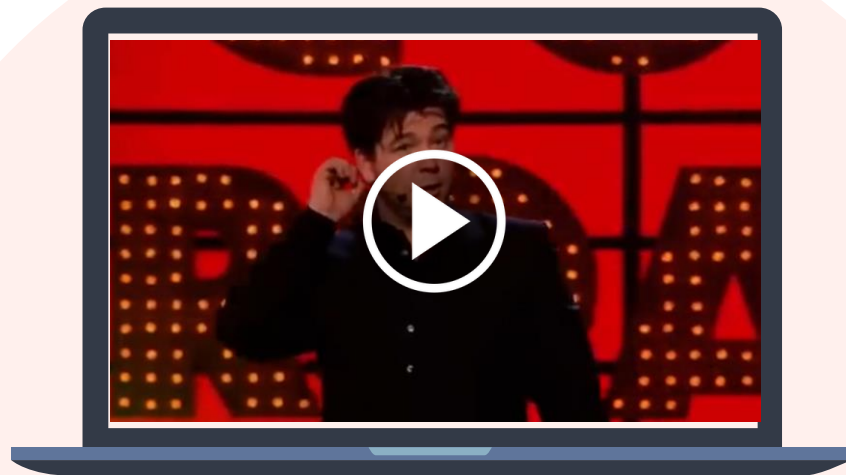
COHERENCE (DAN SIEGEL, Professor of Psychiatry, USA)

- A Coherent Self:** Ability to talk about how the past has shaped your behaviors, beliefs, and relationships. Ability to make meaningful connections out of the complexity of diverse life experiences. Helps you hold dichotomies, polarities, conflict, disappointments, and contradictions.
- An "Oscillating Narrative":** an inclusive narrative about the ups and downs of your history is linked to greater resilience to stress
- Mindful reflection:** allows you to take responsibility for your life now so that you can take an active part in creating your future.
 - Adversity is part of the story, not the whole story**
 - Adversity is part of the story, but it doesn't determine the rest of the story**



Book recommendation

- For those who like to dive deeper: This is a valuable guidebook not only for post-traumatic clients but also for trauma-informed leaders and people interested in learning about resilience from the lens of modern psychotherapy.



CLOSING VIDEO

MICHAEL ON PARENTING

Thanks!

PLEASE LEAVE A FEW WORDS
IN THE CHAT BOX
HOW ARE YOU FEELING NOW?

